

Revised Meeting Schedule

All meetings will be held at 12:30 in the Faculty Center.
Call Susan Griffin at 6-8608 for table location.



Week 5: Tuesday May 2
May 11 Teaching Evaluation Forum*

Week 7: Tuesday May 16
Week 9: Tuesday May 30

**Forum will be held in 134A Powell, 4-6 p.m.*

UC—AFT Local 1990

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Faculty and Professional Union Newsletter

UC—AFT Local 1990, UCLA



(AFL—CIO)

SPRING 1989

TEACHING EVALUATIONS SUBJECT OF MAY FORUM

The UC-AFT has become concerned with the use of student evaluation forms in the retention and firing of lecturers and tenure-track faculty at UCLA. Local 1990 believes it is time for a public discussion of these forms and their use. We have scheduled an open forum on the subject for Thursday, May 11 from 4:00 to 6:00 in room 134A Powell.

The forum will respond to questions regarding the structure of the UCLA "blue form" and the reliability and uses of the numbers it generates. Writing Programs lecturer Jeff Smith will address recent research in the area of teaching effectiveness evaluation; Larry Loehrer, Director of UCLA's Office of Instructional Development will speak about the use of the form at UCLA; Julia Wrigley, Associate Professor of Education will address alternative methods of evaluating instructors; and Richard Abel, Professor of Law will speak on the implications of relying on traditional student evaluations in cases where instructors teach from a non-mainstream perspective.

Because lecturers jobs in some cases hinge on two-tenths of a point or so in these evaluations, all lecturers are urged to attend! Call 658-7076 for more information.

BLUE FORMS: Evaluating the Evaluations

Forum Thursday May 11, 4:00pm
134A Powell

Union Voices Support For Nakanishi

A UC-AFT co-sponsored resolution in support of the promotion of Professor Don Nakanishi was passed at the CFT convention in Los Angeles this month. Nakanishi is a professor of Asian American Studies in the Graduate School of Education, who has been seeking tenure since 1987. The Academic Senate's Committee on Privilege and Tenure has twice found "procedural irregularities" in the process of reviewing Nakanishi for tenure. Chancellor Young will making a decision on the case soon.

UC-AFT and CFT passed the resolution in recognition of Nakanishi's outstanding achievements at UCLA, as well as the continuing need for more ethnic diversity in the make-up of UCLA faculty.

Inside:

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PARKING FEE INCREASE PROTESTED

On February 15, Administrative Vice Chancellor Raymond Schultze announced that parking fees would be raised from \$22 to \$30 per month, effective July 1. Campus faculty and staff did not welcome this news since they had not been involved in the planning stages, nor was UC-AFT input solicited during the months long administration analysis of the parking problem.

Staff and faculty performed some quick arithmetic and found this to be a 36% increase. Many believe that parking is an example of a basic work related expense, and any increases in fees should be related to the amount of the 3 percent COLA which academic employees will not receive until June 1, eleven months into this fiscal year.

Some members of Local 1990 are participating in a coalition along with other employee representative organizations to protest the steep increase as well as the failure to consult employee groups. Also at issue is the proposed use of the increased fees for the creation of additional parking spaces. Such an addition would encourage more auto traffic on campus rather than discourage use of autos.

Soon after the announcement of the increase, Local 1990 held a "meet and discuss" with the administration to discuss the increase, as well as to give suggestions on alternative approaches to parking problems. The administration insists that there is a legislative mandate that campus parking be self-supporting. The Faculty Association is now researching this legislation. Call Roberta Medford in URL at 5-1088 if you wish to participate in the coalition or circulate petitions protesting the increase.

PROFESSIONAL ASSOCIATION RECOMMENDS LECTURER PHASE-OUT

The Committee on Professional Standards for Quality Education of the Conference on College Composition and Communication (CCCC) is drafting a statement recently issued a draft statement that addresses the use of full-time temporary faculty. Known as the "Wyoming Resolution," the statement recommends the eventual replacement of these faculty in writing programs with tenured positions.

Some members of UC-AFT object to this strategy because they see the lecturer position provided in the MOU as an alternative way of getting job security for faculty whose primary task is teaching rather than research. Working on the issue are UCLA Writing Program lecturers Susan Griffin, Lisa Gerrard, and Jeanne Gunner, as well as Cynthia Tuell at UC Riverside.

Griffin, also president of Local 1990, believes that the matter is an issue for the entire UC-AFT, not just writing instructors. "The Union is committed to creating job security for lecturers and recognizes that the tenure system is not the sole method for obtaining that security. We must ensure a place in the academic community for faculty whose primary responsibility is teaching."

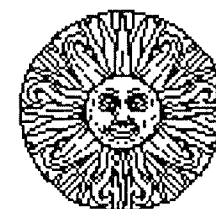
*Attend Union
Meetings:
See schedule on
back page*

PERB Judge Rules Against FTE Quotas

In an unexpectedly early decision, PERB Judge Douglas Gallop upheld the UC-AFT's interpretation of the lecturer's MOU with the University. UC-AFT locals at both U.C. Santa Cruz and U.C.L.A. had filed unfair labor practices suits with PERB accusing the University of using FTE quotas as the reason for denying reappointments of lecturers.

In the U.C. Santa Cruz suit which claimed that the administration had imposed additional criteria to reappointment decisions, Judge Gallop found that quotas should not have been imposed on three year FTEs. He agreed with the union that the instructional need criteria in the MOU should be defined as need for instruction, not including fiscal and programmatic considerations.

While the U.C. Santa Cruz case was accepted, PERB found that the U.C.L.A. case had not been filed in a timely manner. This means that no remedy is currently available for U.C.L.A. lecturers whose jobs were affected by the use of quotas. Both the union and the University are appealing the case, and a decision is expected this year. If the ruling stands, the University may not impose quotas on reappointments in the future. This is the second PERB suit over the past year in which union testimony has been found credible while University testimony has been dismissed.



*May is
member recruitment
month. Call 658-7076
for union applications.*

UC-AFT SEEKS EVIDENCE OF DISCRIMINATION

Local 1990 officers have evidence that a lecturer's use of a non-English language with some students who spoke that language was considered negatively in an evaluation of that lecturer. If you suspect that a similar situation is occurring in your department, please call your union representative. The union is concerned that this may not be an isolated incident.

We are also soliciting information regarding the use of undocumented, hearsay complaints by students being used in evaluations of lecturers. If you have comments about incidents such as this, please call Local 1990 president, Susan Griffin, at 6-8608.



CLEAN-UP CONTINUES

As reported in the Winter newsletter, student, faculty and staff members of the campus community have come together to identify and solve the environmental wastes and hazards problem at UCLA. Everyone is encouraged to participate in these activities.

If you are interested in contributing to this effort, or would like information on the recently formed campus recycling coalition, please call Rachel at 658-7076. Researchers in the department of Urban Planning would like to speak with faculty and staff about suspected worksite hazards. They will also give out information on how to organize a department-based recycling program to collect paper and newspapers for recycling.

Dear Union Rep. . .

Well, no one has written us yet, but please do! If you have a question about the union or your particular job situation, you can call a union representative for immediate assistance, or write to UC-AFT Local 1990, 724 North Croft, L.A. 90069. In the meantime, here are the kinds of questions we hear.

Dear Union Rep:

I am convinced that I would have had a better chance of staying on as a lecturer at UCLA if the union hadn't insisted on changing our terms of employment in the MOU. Now I have to undergo this tough evaluation in my sixth year. I am afraid that my department won't find me excellent. Help!

Signed, Fearful Lecturer.

Dear Fearful,

While it is true that one year appointments went on indefinitely in some departments before the MOU, officially there was an eight year limit. Now there is a possibility of continuing secure employment for lecturers, based on "excellence" and "instructional need."

When the union found that the University had been narrowly defining "instructional need" by not allocating sufficient FTE to departments, we filed an unfair labor practices suit with PERB. We trust that the recent PERB decision in the Union's favor will resolve this issue (see article on Quota Case decision).

Many long term lecturers are, of course, excellent. But it is up to you to work with your department to ensure that your evaluation is fair and objective. Some departments in the past have relied too heavily on student evaluation numbers or on research not relevant to teaching excellence.

The MOU presents five different categories of teaching excellence (Article VII.E). Since these evaluations are new in most departments,

lecturers should make sure their dossiers accurately reflect these categories. If you have questions about the way your department is conducting these reviews, call Susan Griffin, Local 1990 president at 6-8608.



Dear Union Rep:

I'd be glad to support the union, but those dues are so high!

Signed, A Penny Saved is a Penny Earned.

Dear Penny:

You have adopted a great philosophy about saving...so I'm sure you'll understand that union dues (only .85 percent of gross monthly salary) are an important investment in your future. The union is not an outside organization — it's your exclusive bargaining agent at UCLA, with a federal obligation to represent you.

So you might see these dues as a necessary expense, like health insurance, not as an optional or luxury item. We are working for your salary increases, benefits, and security every day. When you need us, we'll be there. If everybody paid their dues, we'd be that much stronger, and would have that much more bargaining power when negotiating with the university.



BERKELEY LECTURER MERLE WOO: ARBITRATION VICTORY!

In a decision that signals a victory for all U.C. lecturers, arbitrator Leo Kanowitz ruled that the University had acted "unreasonably and arbitrarily" in refusing to grant lecturer Merle Woo a yearly reappointment review after two years of teaching in Berkeley's Department of Education.

Woo has been battling the University since 1982 when she was denied reappointment in the Asian American Studies Department where she had been teaching for four years. In a subsequent lawsuit against the University she claimed that the failure to reappoint was due to discrimination on the basis of race, sex, sexual orientation and political views. Woo is a lesbian, socialist feminist, and has been active in fighting for job security for U.C. lecturers.

In a 1984 settlement stemming from that case, the University agreed to pay \$48,000 and give Woo a lecturer position in the Department of Education. In 1986, the University refused to review Woo for a third year reappointment citing funding issues for her position. Woo and the UC-AFT filed a grievance against the University, again accusing the administration of discrimination. The arbitrator found that the University had broken the 1984 agreement by giving her a dead-end job. He ordered Woo's reinstatement with full back-pay, benefits, and seniority.

The case marks a victory for all lecturers in the U.C. system in that the University was ordered to stand by its agreements with lecturers. While the arbitrator failed to find evidence of discrimination, Woo's case is still important for faculty and staff who chose to speak out on non-mainstream issues which the administration would like to silence, including union issues.

Departmental Liaisons Sought

Who do you turn to when you suspect that your department is in violation of the MOU? Who do you call for advice and support during reviews for reappointments and promotions? Answer: your union representative, of course!

Do all Unit 18 staff and faculty in your department know about the union? Would they know where to turn for help? UC-AFT Local 1990 is looking for people who are willing to serve as liaisons between the local and the Unit 18 people in your department. (Unit 18 employees include lecturers, librarians, UES demonstrations teachers, and a few other titles.)

The role of the liaison is to report on the conditions in your department to the local and to direct staff and faculty to the appropriate resource for assistance. Departmental liaisons can make our union stronger. Please call Local 1990 staff Rachel Iskow at 658-7076, or Local 1990 President Susan Griffin at x68608 if you are interested.

Local Members Attend Grievance Workshop

Members of Local 1990 joined members of other Southern California locals attending a workshop on grievances on April 22, led by Bill Carter, the attorney who represented the union in the most recent PERB case.

Among the people attending from UCLA were Local 1990 president Susan Griffin, Writing Program lecturer Randy Woodland, PAS librarian Dora Loh, UC-AFT Treasurer Miki Goral, and Local 1990's librarian representative, Roberta Medford. These members will serve as resources for our local with regard to the legal aspects of grievance handling.